

# Gender Pay Gap Report

## 2019

FW THORPE PLC

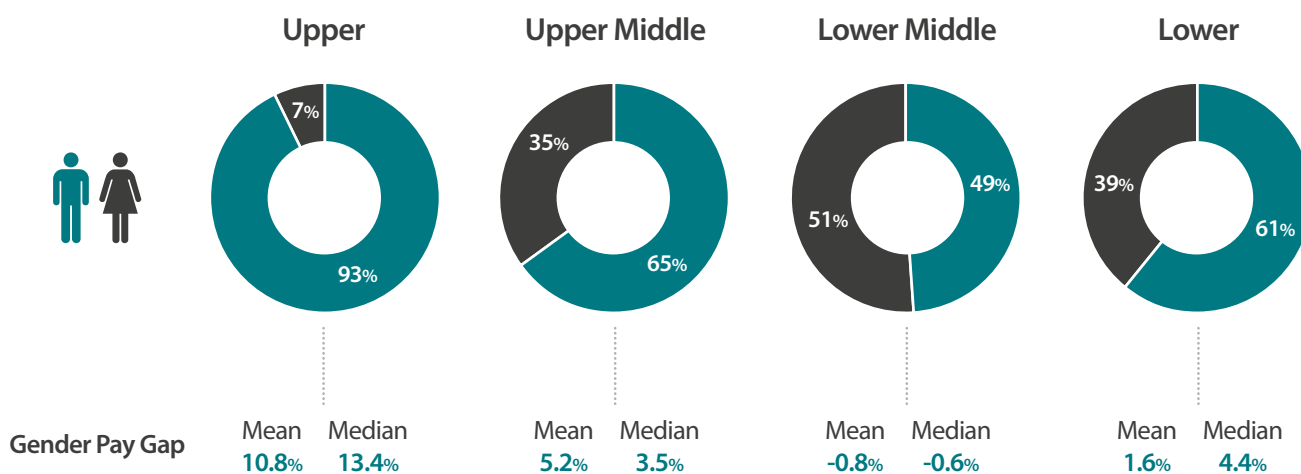
Based on the methodology prescribed by the UK Government, the overall gender pay gap is 16.6%.

## Gender Pay Gap

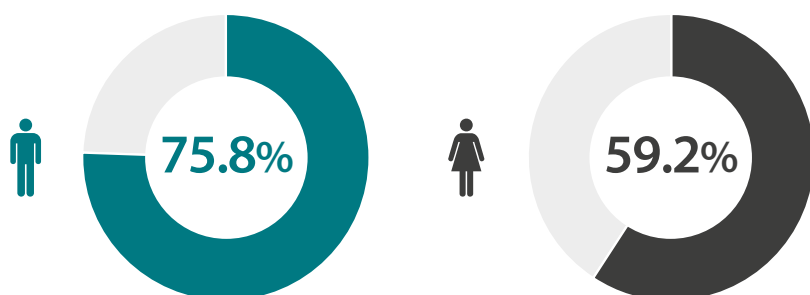
| Difference between male and female |        |       |
|------------------------------------|--------|-------|
|                                    | Median | Mean  |
| Hourly Pay                         | 16.6%  | 38.5% |
| Bonus*                             | 44.4%  | 77.2% |

\* includes commission

## Quartile Analysis



## Percentage of employees receiving a bonus



The company operates a number of incentive schemes, including a scheme based on length of service.

Joint Chief Executive, Group Financial Director and Company Secretary